

# Shemar Kozey

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## CORE SKILLS

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### Talent

Sourcing • Employer Branding • Onboarding

### Operations

HRIS (Workday/BambooHR)

### People Practices

Employee Relations • Performance Management • Succession Planning

### Compliance

GDPR • Employment Law • Diversity & Inclusion • Workplace Investigations

## PROFILE

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HR Manager with a track record building high-impact solutions and improving KPIs.

## WORK EXPERIENCE

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### Talent Acquisition Manager — Watsica - Leuschke (2018-08-14 - 2025-06-05)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 9%.

### HR Manager — Boehm, Paucek and Schulist (2017-12-01 - 2022-08-21)

- Implemented a performance review program which improved engagement scores by 8 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Led recruitment for 140 roles across EMEA/US, reducing time-to-hire by 15%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Kuhic LLC (2021-10-23 - 2025-10-29)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Implemented a performance review program which improved engagement scores by 8 points.
- Led recruitment for 112 roles across EMEA/US, reducing time-to-hire by 30%.

### HR Business Partner — Dibbert - Nienow (2019-05-20 - 2021-09-14)

- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 12 roles across EMEA/US, reducing time-to-hire by 34%.

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Waelchi, Dare and Wolf University (2023)

## CERTIFICATIONS

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- SHRM-CP
- CIPD Level 5/7